

Ref. No: 0068
Date: 25/07/2023
Subject: Learning and Development (L&D) budgets

REQUEST

Request for St Helens and Knowsley Teaching Hospitals NHS Trust only

1. Request Details:

- Please provide information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.
- I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.
- Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.
- Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.

2. Timeframe:

- Please provide information covering the most recent financial year or the period for which the data is readily available. If possible, specify the dates or financial year that the information encompasses.

3. Preferred Format:

- Please provide the requested information in electronic format, preferably via email. If this is not feasible, please let me know the available alternatives for accessing the information.

4. Contact Details for Head of Learning & Development and Chief operation officer:

- Please provide the name and contact details (email and mobile phone number) of the Head of Learning and

Development, and the Chief Operating Officers (or an equivalent position).

5. Organisational structure chart:

- Please can you also supply an organisational structure chart of the Trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out.

RESPONSE

Response for St Helens and Knowsley Teaching Hospitals NHS Trust only

1. Request Details:

- Please provide information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.

There are several learning and development budgets across the trust that are managed and monitored in different ways. Each department also has an allocated learning and development budget within their overall pay, and none pay budget.

Below are 2 examples of centrally managed budgets:

- The apprenticeship levy
 - Continuous Professional Development funding that is allocated by NHS England (HEE) for the development of Nursing, Midwifery and Allied Health Professional Staff.
- I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.

The Trust has a number of policies and processes in place to enable middle managers to access learning and development opportunities.

- Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.

The Trust funds leadership and development programmes which are identified as part of national requirements and its People, OD and other workforce related strategies.

- Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.

N/A

2. Contact Details for Head of Learning & Development and Chief operation officer:

- **Please provide the name and contact details (email and mobile phone number) of the Head of Learning and Development, and the Chief Operating Officers (or an equivalent position).**

Assistant Director of Organisational Development – Adam.Rudduck@sthk.nhs.uk

Chief Operating Officer – Lesley.Neary@sthk.nhs.uk

Trust Switchboard - 0151 426 1600

3. Organisational structure chart:

- **Please can you also supply an organisational structure chart of the Trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out.**

The Trust employs in excess of 9000 staff and does not hold a chart to the level of detail being requested.